



CENTER SCENE

BLM Director Visits Service Center

Mike Dombeck, Acting BLM Director, visited the Service Center (SC) on Thursday, March 17, and spoke at an All-Employees Meeting. Dombeck spoke primarily of the needs of the Bureau as a whole, rather than discussing any specifics about the SC. He did say he had heard that the SC was making excellent progress as an NPR Laboratory.

Dombeck said he realized there was a lot of frustration and consternation about all that's been going on. He observed, "We're downsizing, rightsizing, capsizing. We know we've got to change." He said the Bureau needed to get on with it. "We have to stop studying everything and start making some decisions." He feels the employees have to shape the agency's direction. "Directors come and go, but the people are

On Range Reform:

"We're arguing about the fee. In reality, it's the quality of the land we ought to be worried about, not the money."

Mike Dombeck,
Acting BLM Director
SC All-Employee Meeting,
3/17/94

ference issues, and all these kinds of things." He said that with all these things going on, he would focus on the people for solutions. "We have 11,000 really good employees. That's where the talent and knowledge is."

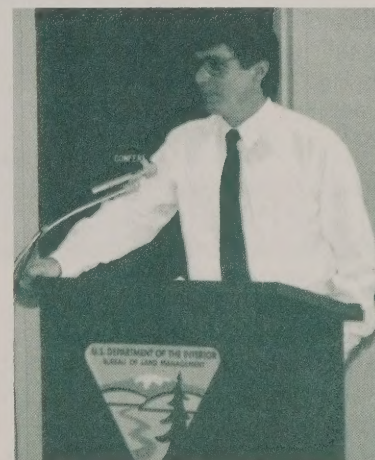
Dombeck stated that we need to focus on where people fit in and on the end products for our customers. We need to focus on the people opposed to what we want to do or where we want to go—those are the people who'll help us build our road map, not those who already agree with us.

here—they should determine the shape of BLM and where it goes. If we can't get the organization behind us, it's probably not going to work very well."

Dombeck noted that, "half the 'stuff' in Interior is on our platter—range reform, mining law reform, the Forest Con-

And we need communications. We need to bring people in early on, tell them what we want to do, and make them a part of it. "You can never have too much communication." He observed that there isn't anything we do that we can't simplify or make easier and he would like all of us to focus on this concept as we go about performing our daily tasks.

Dombeck finished the meeting with a short question-and-answer period and was then given a tour of the SC.



SC Proposed Reorganization Announced

Dombeck's visit came on the heels of another All-Employees Meeting that was held Friday, March 11, by Service Center Director Larry Bemby to discuss the new SC organization proposal that had been requested by and was being submitted to Headquarters. This

WO initiative requested that the State Offices and the Service Center show how they planned to (1) reduce layering, (2) reduce supervisory-to-employee ratios, and (3) increase support of interdisciplinary team work.

PERSONNEL NEWS

New Employees:

Christopher A. Kirkham, SC-343,
Computer Aid
Da-Verne L. Evans, SC-343,
Computer Aid
Jorge A. Andrade, SC-653, Library
Aid

Separations:

Christine L. Brown, SC-210, Office
Automation Clerk
Barbara A. Reynolds, SC-310, Secretary
Lisa J. Myers, SC-310, Office
Automation Clerk

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MAKING THE POLLUTER PAY

The Service Center's Section of Hazardous Materials Management will soon expand to include a position (paralegal specialist) devoted to reducing the cost to taxpayers for the evaluation, cleanup, and restoration of hazardous waste sites on public lands. Cost reductions will be accomplished by making those responsible for the release of hazardous substances on public lands pay for the cleanup. The new position will be in direct support of the Secretary of the Interior's initiative to make the polluter pay and not the taxpayer.

BLM currently has nearly 300 hazardous waste sites requiring evaluation and possible cleanup with many more sites being added to this list every year. Most of these sites are a result of authorized and unauthorized uses of public lands, and in many situations, the user responsible for the release of a hazardous substance is not

being held liable for the cost of cleaning up and restoring the site. In these cases, BLM must allocate funds to evaluate and correct the problem.

In addition to cleanup costs, the position will focus on compensation for injured public land resources from parties responsible for releases. Injured resources may include death of wildlife, loss of habitat, reduction in recreation opportunities, reduction in mineral resources, etc.

The major duties of the position will be to develop a field assistance program. The program will provide mechanisms and guidance for field offices to identify responsible parties; to pursue contributed services from responsible parties willing to be involved in the evaluation and cleanup; and to recover costs from those unwilling to cooperate. Other duties will include assisting field managers in the negotiations for contrib-

uted services, coordination with the Solicitors Office and the Department of Justice regarding cost recovery, and coordination with law enforcement officials involved in the civil and criminal investigation of potentially responsible parties.

BLM has demonstrated in some Districts and States that significantly reducing costs for evaluation, cleanup, and restoration of hazardous waste sites through contributed services and cost recovery is possible. However, these situations have been isolated and many responsible parties have not been approached to contribute to cleanup efforts or held liable if unwilling to participate. The creation of a contributed service cost recovery assistance program will provide all BLM offices with the ability to negotiate contributed services or to recover costs associated with hazardous waste sites. The ultimate goal: make the polluter pay.

OPPORTUNITIES FOR SC EMPLOYEES THROUGH ADOPT-A-SCHOOL

In March 1992, a Memorandum of Understanding was signed between Warren Occupational Technical Center (Warren Tech), McLain Community High School, and the Service Center for an Adopt-A-School program. In the two years since that agreement was signed, Service Center employees have had the opportunity to supervise student interns, give classroom presentations, lead student tours, tutor students, serve as mentors, and serve on school advisory boards as employer representatives. Employees have also supported the school through spring book drives. This year, McLain is looking for books on history and novels by Stephen King for their library, as well as books to sell at their annual student book sale. Books for this year's drive can be dropped off at the Division of Personnel.

Warren Tech is the technical training center for the Jefferson County R-1 School District. Any Jefferson County student, aged 16-21, who has not received a high school diploma or GED may attend. Students must also successfully complete Jefferson County Schools graduation requirements in math, science, language arts,

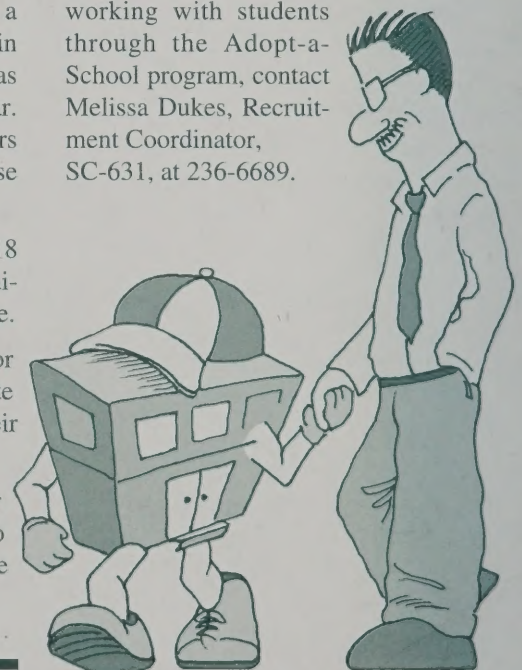
and social science. Most students are enrolled in regular Jefferson County high schools, including McLain, although a few are enrolled in home study or private or parochial schools.

The Service Center was selected by McLain Community High School as Employer of the Year for the 1992-93 school year. That same year, Jason Swegle, a Service Center employee participating in the cooperative education program, was selected as McLain's Student of the Year. McLain Community High School offers three programs for teens and adults. These programs are:

- Competency-Based - allows adults 18 and over to acquire a high school diploma by proceeding at their own pace.
- Alternative Cooperative Education - for students 16 to 20 who want to complete high school in a setting other than their home high school.
- English as a Second Language - for non-English speakers and others to improve their proficiency in using the English language.

McLain is currently looking for volunteers for their adult illiteracy program. If you are interested in working with someone 18 years or older for two hours per week, contact Ann Mezo at 238-7847. Supervision, training, and materials are provided.

If you are interested in working with students through the Adopt-a-School program, contact Melissa Dukes, Recruitment Coordinator, SC-631, at 236-6689.



KEEPING BUSY AND THEN SOME...

Buried (and perhaps sometimes forgotten) in the basement of Building 50 are some very talented and energetic people. One of them, Vickie-Lou Smejkal, recently received special recognition from the U.S. Army Reserves for her work as a property management instructor.

Vickie started her military career in March 1972 and served on active duty for 9 3/4 years as a Medical Specialist. After her active duty years, she became an Admin Clerk in the Reserves, where her first assignment was working in a typing pool. Vickie subsequently went on to become an evaluator for medical groups.

Now a master sergeant in the Reserves, Vickie was asked to become a property management instructor 3 years ago. She had to start from scratch. "No one told me how to set up a course and do the administrative work," observes Vickie. "I was given some out-of-date training material, that wasn't even logically organized, and told to go for it."

Vickie did go for it, and was awarded the Army Achievement Medal the first year for exceptionally meritorious achievement. The award noted that Vickie was always there for the student and was an exemplary role model, as well as a caring coach, counselor, and mentor.

The second year as an instructor, Vickie received the Army Commendation Medal for exceptional performance as a course manager. This highest award, given in peacetime, is definitely not handed out frivolously.

So how do you top receiving the Army's highest peacetime award? Easy—you receive it a second time! Vickie's 1993 Army Commendation Award notes that she set up an aggressive supply specialist learning program and praised her extraordinary efforts and accomplishments. Not bad for a part-time reservist competing with regular full-time Army troops!

Vickie feels that her outstanding performance as a property management instructor grows out of her years of experience with BLM as a property manager. Six of the 8 years that Vickie has worked in property management have been spent with the Service Center in the Cadastral Equipment Cache.

So, between her BLM and Army Reserve responsibilities, Vickie has enough

fun in her life, right? Wrong! Vickie also gets up at 2:30 a.m. to deliver the Denver Post to everyone on her route by 5:00 a.m. And, as time permits, she is working on a 2-year AAS degree in business.

As if all of this weren't enough, Vickie is also the single parent of a 12-year-old daughter named Jewel. Their household is rounded out by Vickie's mother, who shares a roof with them.

In her spare time, Vickie loves to do genealogy (researching one's family tree). Using computer software and lots of re-

search time, Vickie has found 12,000 names relating to her own family and has traced her ancestors back to 200 A.D.! She also enjoys hiking and horseback riding, although her schedule precludes doing these as often as she would like.

Vickie is just one noteworthy example of the outstanding, highly-talented people who make up the Service Center workforce. Her hard work and devotion in all aspects of her life make Vickie a real winner.



STAYING HEALTHY!

The Public Health Service's Health Unit 40, located on the first floor in Building 40, offers a variety of services to the employees of agencies on the Denver Federal Center. Most employees are familiar with the Unit's periodic health evaluation service, but other exams and screenings are offered as well. The Health Unit's services include, but are not limited to:

- Periodic Health Exam which includes a physical exam with laboratory screenings. Blood pressure screening, vision screening, audiometry, spirometry, an electrocardiogram, a TB test, and a routine urinalysis are all included.
- Cardiac Risk Profile which includes height and weight check, and blood pressure emergency care.
- First aid treatment for illness and injury.
- Cancer screening program for women which includes mammograms, pap smears, clinician breast examination, and health education.
- Cancer screening program for men which includes homocult tests, prostate specific antigen (PSA) tests, and examinations for prostate and colo-rectal cancer.
- Various immunizations such as flu shots.
- Physician-directed therapy where, upon the request of a private physician, allergens will be administered, blood pressure monitored, special medicines administered, dressings changed, sutures removed, etc.
- Prenatal Program which includes blood pressure checks.

Drop by the Health Unit in Building 40 or call 236-0076 for further information on how the Health Unit can help you stay your healthy best.

SPECIAL EMPHASIS PROGRAMS STRIVE TO OVERCOME BARRIERS

The Special Emphasis Employment Programs at the Service Center have operated since 1991 under the direction of the Equal Employment Opportunity (EEO) Office. Some of the programs' goals are to overcome barriers to equal representation of minorities in the workforce, promote awareness of workforce diversity, and establish relationships with outside groups and agencies with similar goals. Program managers have also helped to resolve informal EEO complaints and to monitor discrimination-related issues at the Service Center.

The programs are directed by a full-time manager in the EEO office, Sandy Romero. Currently, there are four Special Emphasis Programs: the Black Employment Program, the Hispanic Employment Program, the Federal Women's Program, and the Disabled Employment Program. Each program is coordinated by a program manager, who is a regular employee and serves under a 3-year collateral duty appointment. Program managers are allocated 20 percent of their work time to administer the programs.

The Black Employment Program Manager is Linda Mozell (SC-615A). Linda sees dealing with recruitment, retention, and advancement as the most important issues for black employees. Linda brings problems to the forefront, often addressing controversial issues. She concentrates on building relationships

with management, to make them aware of barriers they do not recognize. "They can't address problems they don't know about," she says. Linda also coordinates Black Employment Program activities to promote awareness of black culture, such as the recent Martin Luther King, Jr. celebration and African History Month.

The Hispanic Employment Program Manager is Emily Alvarado (DWO-445). Emily is very active in local, regional, and national groups which increase employment opportunities for Hispanics through training and education. These groups include the Denver Federal Executive Board (DFEB)/Hispanic Employment Program Council (HEPC), Hispanics of Colorado (HOC), and IMAGE.

Emily also organizes many activities to promote awareness of Hispanic culture. An upcoming event is the Cinco de Mayo celebration, to be held on May 6, from 9:00 a.m. to 2:00 p.m. in the Building 25 auditorium.

The Federal Women's Program Manager is Anne Westlake (SC-130). Anne organizes programs and activities to benefit women at the Service Center. She has received positive feedback on classes such as women's health issues and financial fitness. The most popular program has been the women's self defense class, which has been offered several times. Anne also coordinated Women's History Month in March. "I want to motivate women and make them more aware of things in life; to give them something different to choose.

It's always interesting to learn more," says Anne.

The Disabled Employment Program Manager is Sandy Dilbeck (SC-343B-2). Sandy's most important effort is finding solutions to accessibility issues for employees. For example, after employees collided at a hallway corner, Sandy worked at having mirrors installed at these points. She is also attempting to have flashing red lights installed in the rest rooms as a fire alarm for hearing-impaired employees. The biggest current need, she says, is having automatic doors installed in the buildings.

Sandy also promotes the use of special computer equipment and software, such as TTY modems for the hearing impaired and ACCESSDOS, which aids users with limited use of the hands by circumventing multiple-key functions. Sandy also supports training employees with disabilities on the UNIX platform, to determine their hardware and software needs.

A fifth Special Emphasis Employment Program which may be instituted in October will be for Native American/Asian American/Pacific Islander.

The positions of Black Employment, Disabled Employment, and Federal Women's Program Managers will be open this year. Vacancy announcements will be circulated this summer. For more information, contact Sandy Romero, SC-120, at 236-6468.



L-R: Anne Westlake, Emily Alvarado, Linda Mozell, Sandy Dilbeck, and Sandy Romero.